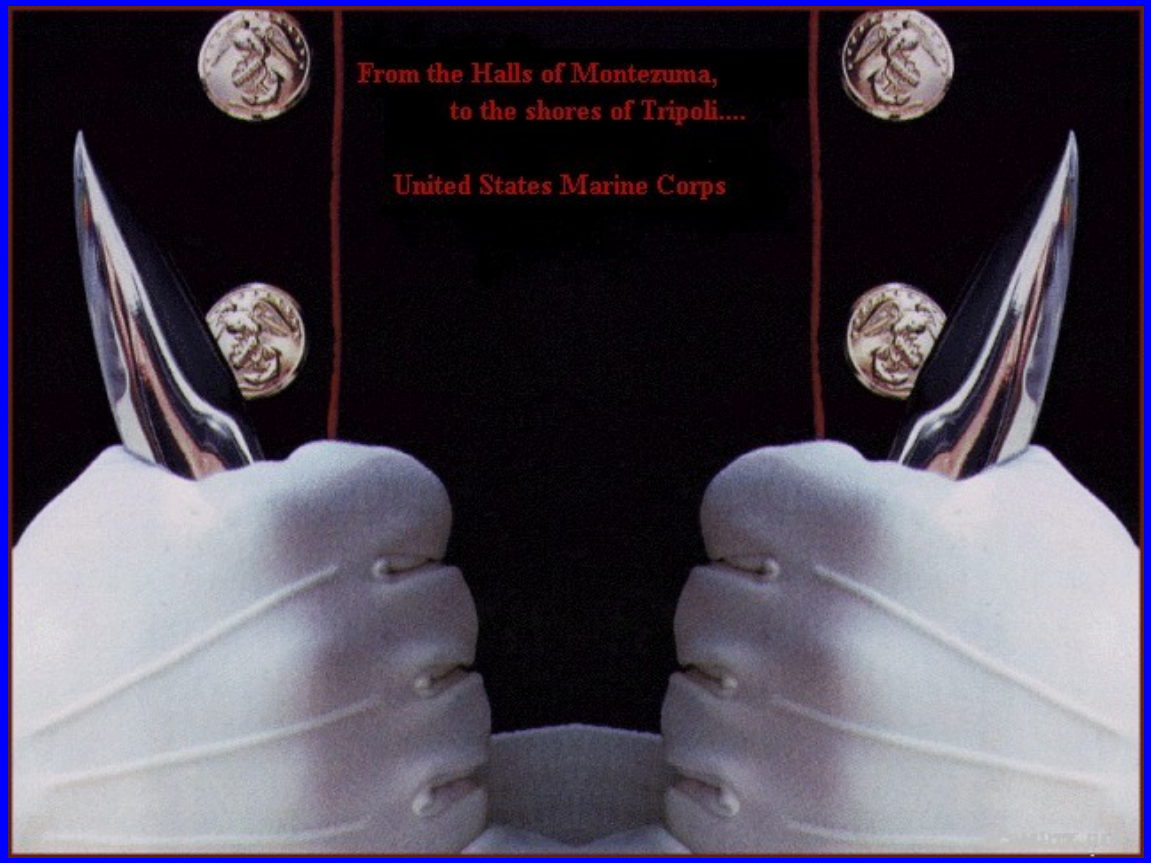
Recruiter's Brief



8411 - "Few have the Power!"

BEFORE WE MAKE MARINES AND WIN BATTLES…

WE'VE GOT TO FIND THEM!!!

-

In order to sustain the expeditionary force that has served our country in times of need around the world, the Marine Corps must find nearly 40,000 qualified men and women each year who are up to the challenge of becoming Marines. To support this requirement, approximately 1,200 Marines of sound character, skill, and poise are selected each year to recruit the next generation of Marines.

How Recruiters Are Chosen For Recruiting Duty

- **Two screening teams are sent out twice a year to screen Marines on both the east and west coast as well as overseas.**

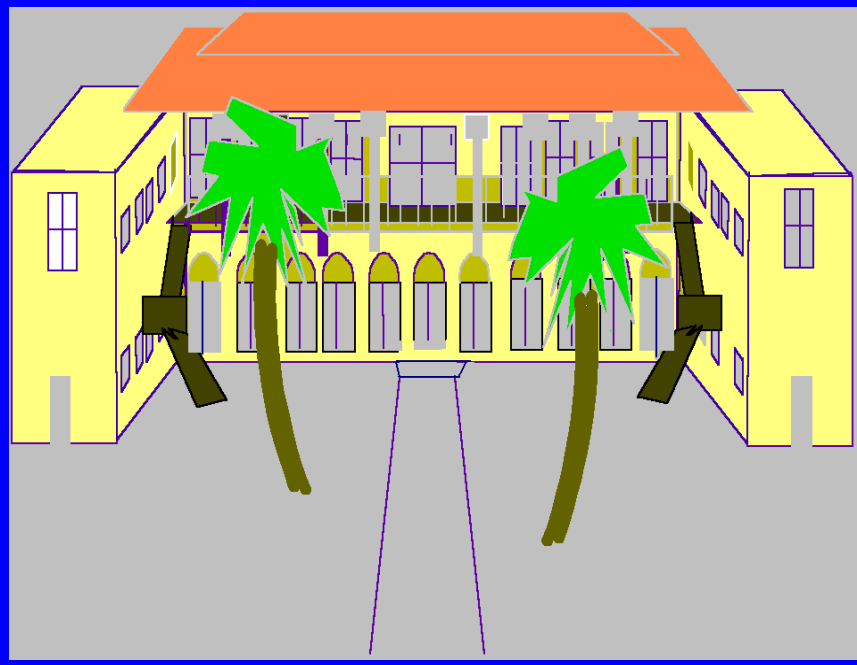
- **70% of all Marines assigned to Recruiting Duty are volunteers.**

How Recruiters Are Chosen For Recruiting Duty

- **Bona-fide volunteer receives choice of district only. (The needs of the Marine Corps Apply)**

BASIC RECRUITERS COURSE

- 6 CLASSES PER YEAR
- 7 WEEKS IN LENGTH (35 T-DAYS)
- AVERAGE CLASS SIZE: 220
- RANK- CPL – GYSGT
- 13% ATTRITION (Current)
- 10% Last 4 years



SCREENING STANDARDS

- INTEGRITY /JUDGEMENT
- DISCIPLINARY RECORD
- MEDICAL /DENTAL
- FAMILY STABILITY
- FINANCIAL STABILITY
- MARINE STANDARDS: MCO 1326.6D
  - CO CHECKLST
  - PERSONAL APPEARANCE
  - PFT
  - TATOOS

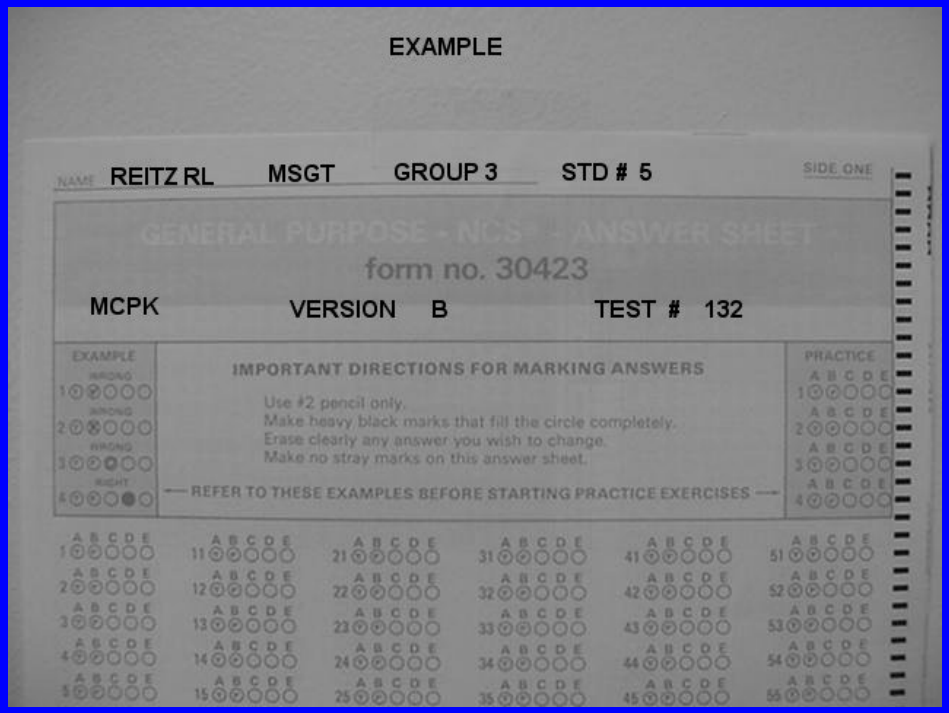
GRADUATION REQUIREMENTS

- **COMMUNICATIONS SKILL PROFICIENCY**

Why I love the Marine Corps
My Job in the Marine Corps
Anger speech
Impromtu
Opportunities is the USMC

GRADUATION REQUIREMENTS

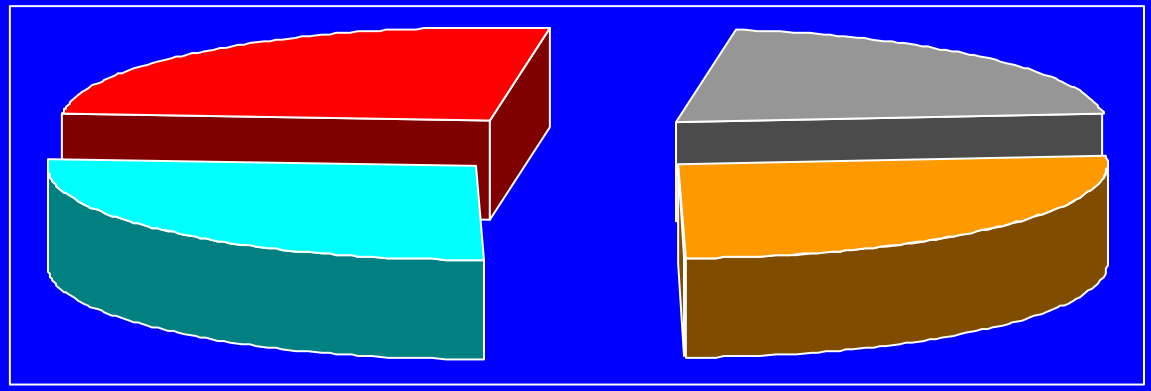
- WRITTEN EXAM MASTERY
- PERFORMANCE EVENT MASTERY


EXAMPLE
NAME REITZ RL MSGT GROUP 3 STD # 5
SIDE ONE
form no. 30423
MCPK VERSION B TEST # 132
IMPORTANT DIRECTIONS FOR MARKING ANSWERS
Use #2 pencil only.
Make heavy black marks that fill the circle completely.
Erase clearly any answer you wish to change.
Make no stray marks on this answer sheet.
REFER TO THESE EXAMPLES BEFORE STARTING PRACTICE EXERCISES

PROGRESSION

RECRUITING PROCESS

- **Applicant is contacted by one of four ways (AC, TC, HV, OT).**



RECRUITING PROCESS

- **Area Canvassing in the public.**

RECRUITING PROCESS

- **Telephone Call of a list.**

RECRUITING PROCESS

- **Home Visits of a list.**

RECRUITING PROCESS

- **Office Traffic.**

RECRUITING PROCESS

- **Applicant must be screened. (Mental, Moral, Physical).**
- **Once found qualified.**
- **Sales Presentation is given.**

RECRUITING PROCESS

- **The average recruiter will drive over 1200 miles, work 280 hours, make 1000 phone calls, conduct 15 interviews, process 6 new applicants at MEPS, to get three contracts.**

- **The Marine Corps has met its monthly contracting goals since July 1995; a record not matched by any other service**

DUTY SPECIFIC INFORMATION

- Reliefs
- Meritorious Promotions
- Special Duty Assignment Pay
- Career Opportunities

RELIEFS

- Nowhere near as common as rumored
- 95 percent of recruiters complete a successful tour -- and many stay on

- Relief For Cause – - Recruiting Malpractice
  - Personal Misconduct
  - Refusal to Recruit
  - Misuse of Government property or funds
  - Unsatisfactory Productivity

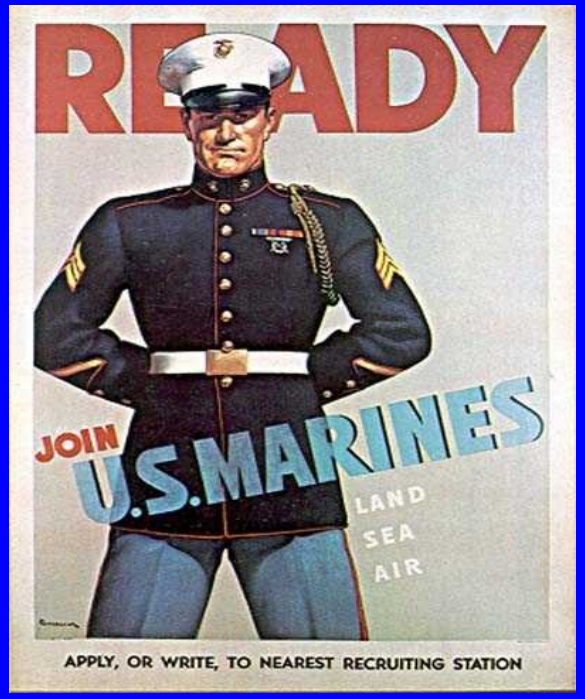
- Good Of the Service - no harm to the Marine
  - Continues training, but still cannot perform (usually within the first year)
  - Personal/family

MERITORIOUS PROMOTIONS

- Equates to as many as 2 recruiters per RS each year
- Not common but can occur SSgt and GySgt in a three-year tour!
- Personal Awards
- NCM
- NAM

SPECIAL DUTY ASSIGNMENT PAY

- SDAP currently $475 per month (that's $5700 per year more, regardless of grade)
- For ALL recruiters, regardless of billet

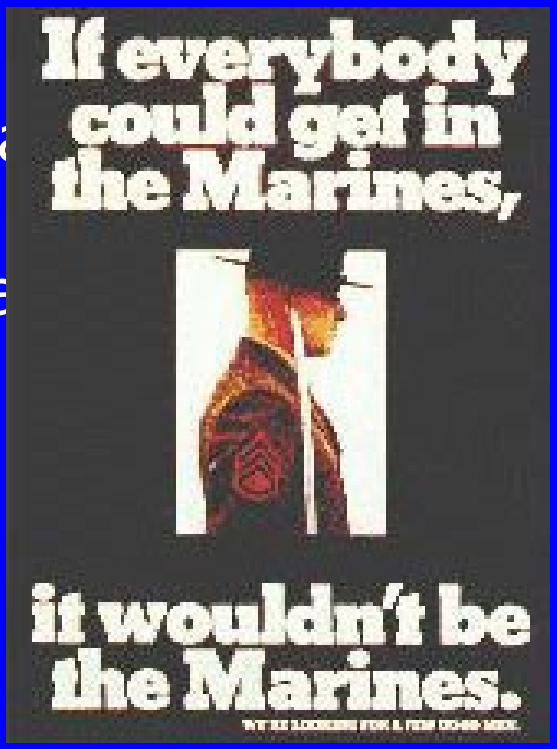


CAREER OPPORTUNITIES

- **Successful recruiters may become career recruiters in Primary MOS 8412**
- **Career Recruiter Warrant Officer field**
  - **First selection in ’97**

1975

- Less then 50% High School Gradua
- 25% in Upper Mental Groups
- 40% Used Drugs in Previous 30 Da
- 48% Used Drugs in Previous Year
- 18,000 Deserters



Today

- 95% High School Graduates
- 66% Upper half of Mental Groups
- .07% Drug Use in Previous 30 Days
- .88% Drug Use in Previous Year
- Only 2000 Deserters (incl/ long-term)
- Multi-Level Checks and Balances

QUESTIONS ???

A successful recruiting tour awaits

YOU!!!